

Department of the Interior
BUREAU: U.S. FISH AND WILDLIFE SERVICE
*** Equal Opportunity Data Required to be Posted by the NO FEAR ACT**
P.L. 107-174

Reporting Period: FY 1999-2003
Point of Contact: Tracy Thompson
Date:

Formal Complaints	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
# of complaints filed	49	23	34	28	31
# of individual filers	35	23	33	25	28
# of repeat filers	9	0	1	3	3

# of Complaints by Basis of Discrimination	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Race	13	11	16	8	18
Color	0	0	0	0	4
National Origin	8	2	1	2	4
Sex	32	15	20	15	17
Religion	3	1	2	0	3
Disability	10	7	9	11	17
Age	30	10	7	11	23
Reprisal	40	16	19	14	25
Non-EEO	0	0	0	1	0

# of Complaints by Issues of Alleged Discrimination	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Appointment/Hire	0	0	0	0	7
Assignment of Duties	6	0	4	0	14
Awards	0	0	0	0	3
Conversion to Full-Time	0	0	0	0	0
Disciplinary Action					
Demotion	7	0	0	0	0
Reprimand	0	0	0	0	2
Suspension	1	5	2	0	1
Removal	5	0	0	0	0
Other	0	2	0	0	0
Duty Hours	0	0	0	4	0
Evaluation/Appraisal	4	1	0	0	9
Examination/Test	0	0	0	0	0
Harassment					

a. Non-sexual	2	25	19	20	23
b. Sexual	2	0	2	0	1
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	0	0	0	3
Promotion/Non-Selection	55	21	26	21	11
Reassignment					
a. Denied	0	0	0	0	4
b. Directed	0	0	0	2	2
Reasonable Accommodation	3	1	1	0	0
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	0
Termination	0	0	7	14	4
Terms/Condition of Employment	0	0	7	0	16
Time & Attendance	7	2	6	0	3
Training	0	1	0	0	5
Other	44	4	0	0	0

* Based on best available data

Average Processing Time of Pending Complaints -	FY 1999		FY 2000		FY 2001		FY 2002		FY 2003	
1. All complaints pending during fiscal year										
	#	APT	#	APT	#	APT	#	APT	#	APT
Investigation	68	258	52	258	40	166	41	168	43	134
Final Agency Action	16	579	29	931	20	855	23	710	33	652
2. Complaints in which a hearing is not requested										
Investigation	2	185	8	239	2	137	10	325	5	125
Final Agency Action	8	155	12	95	10	104	18	93	12	117
3. Complaints in which a hearing is requested										
Investigation	1	48	1	353	1	351	0	0	1	204
Final Agency Action	6	27	7	40	10	18	2	10	14	18
# OF COMPLAINTS DISMISSED	FY 1999		FY 2000		FY 2001		FY 2002		FY 2003	
	#	APT	#	APT	#	APT	#	APT	#	APT
	4	90	1	227	4	446	5	119	9	959

NOTE:

- Pending EEO Counseling and average processing time for counseling activity has not been historically tracked in this manner during FY 1999 - 2003
- APT calculated using total processing days

Number of Complaints Filed Prior to Fiscal Year	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Pending Complaints Filed Before Fiscal Year	55	76	62	64	53
Number of Individuals	41	55	40	46	47
Number in Investigations	28	42	10	23	16
Number in FAD	2	2	10	6	3
Complaints Pending in Current Fiscal Year					
Number of Investigations over 180 days	43	38	14	17	10

FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION

		with a hearing FY 1999		without hearing FY 1999		with a hearing FY 2000		without hearing FY 2000		with a hearing FY 2001		without hearing FY 2001		with a hearing FY 2002		without hearing FY 2002		with a hearing FY 2003		without hearing FY 2003	
	TOTAL	1		0		4		0		0		0		0		1		2		0	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BASES	Race															1					
	Color																				
	National Origin																				
	Sex	1																			
	Religion																	1			
	Disability																				
	Age																				
	Reprisal																	1			
	Non-EEO																				
	Appointment/Hire																				
ISSUES	Assignments of Duties																				
	Awards																				
	Conversion to Full Time																				
	Disciplinary Action																				
	Demotion																				
	Reprimand																				
	Suspension																				
	Removal																				
	Duty Hours																				
	Evaluation/Appraisal																				

Examination/Test																			
Harassment																			
a. Non-sexual																			
b. Sexual	1																		
Medical Examination																			
Pay Including Overtime																			
Promotion/Non-Selection														1		1			
Reassignment																			
a. Denied																			
b. Directed																			
Reasonable Accommodation																			
Reinstatement																			
Retirement																			
Termination										1									
Terms/Condition of Employment																			
Time & Attendance																			
Training																			
Other																			